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5 August 1986

MEMORANDUM FOR: All MT Careerists

STAT FROM:

Director of Training and Education

SUBJECT: Career Management in OTE

1. For some time now, I have been concerned about the lack of a clearly stated career management system for the MT Career Service. The lack of such a system has resulted in understandable confusion and misunderstanding by Career Service members about how promotions and assignments are made, how the Career Board functions, and what career opportunities are available. We intend to correct the situation.

STAT 2. In May we established a Task Force headed by [] to look at career paths for our Career Service. Although their work is not finished, the Task Force has made some preliminary recommendations which I support and intend to implement as soon as possible. Among them are the establishment of several career paths, career panels, and a Career Management Officer.

STAT 3. As the first step in the implementation process, we have canvassed--via the members of the Career Board--for a Career Management Officer. [] has been selected to fill this new position. Her first duty will be to help us put a career management system in place and to communicate how it works to all of you. It is a big and extremely important task. Your input and support are essential to make this major undertaking successful.

4. After talking with many careerists and hearing the feedback to the draft system circulated last week, I am persuaded that there is a consensus on the goals to be achieved in a new Career Management System:

- better communication between the individual and his or her supervisor.
- clearly spelled out career paths so that individuals understand their career advancement opportunities and what it takes to get there.
- a more open and competitive assignment process.
- a more open promotion process

STAT 5. I am convinced that these are worthy goals. If we all work together, they are achievable.

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